

COMPENSATION STRATEGIES PAY CODE LISTING

PAY CODE	PAY SUM GRP	WAGE EXPENSE (AFIS COBJ)	PAY CODE DESCRIPTION	HRIS INPUT				SYS GEN	INCLUDED IN			TAXABLE				RETIREMENT				STATE PERSONNEL SYSTEM RESTRICTION	PROCESS LEVEL	CONCERN / CHANGE BEING REVIEWED
				HRS	AMT	STD TIME REC	EE GROUP		OverTime	SHIFT	% ERE	Federal	State	Soc Sec	Medicare	ASRS	CORP	PSRS	EORP			
LEAVE COMPENSATION																						
371	371	6049	MERITORIOUS SERVICE LEAVE TAKN	X						X	X	X	X	X	X	X	X	X	X	X	R2-5A-B611 Grant max: Up to 24 hrs/EE/FY	Exclude from EORP.
371F	39F	6049	FMLA-MERITORIOUS LEAVE TAKEN	X						X	X	X	X	X	X	X	X	X	X	X	R2-5A-B611, R2-5A-D601 Grant max: Up to 24 hrs/EE/FY	Exclude from EORP.
SUPPLEMENTAL COMPENSATION (PERFORMANCE, AWARDS, STIPENDS)																						
702	702	6035	SPECIAL PERFORMANCE AWARDS		X	ZR30		X		X		X	X	X	X	X	X	X	X	X		Exclude from EORP. Exclude from PSRS.
720	720	6035	STIPEND-SPECIAL ASSIGNMENT-\$		X					X		X	X	X	X	X	X	X	X	X	Up to midpoint, higher with documen- tation	Exclude from EORP. Exclude from PSRS. Exclude from CORP.
722	HBF	6034	HIRING INCENTIVE-\$		X	ZR30				X		X	X	X	X	X	X	X	X	X	Up to \$5,000	Exclude from EORP. Exclude from PSRS. Exclude from CORP.
730	730	6035	SPOT INCENTIVE-DISCRETIONARY-\$		X							X	X	X	X	X	X	X	X	X	Up to \$2,000/EE/FY Agency plan required each Fiscal Year used.	Exclude from EORP. Exclude from CORP.
745	745	6039	STIPEND - RETENTION - \$		X	ZR30				X		X	X	X	X	X	X	X	X	X	Up to 5%/EE/FY. Agency plan required each Fiscal Year used.	Exclude from EORP. Exclude from PSRS.
750	750	6034	STIPEND - RECRUITMENT - \$		X	ZR30				X		X	X	X	X	X	X	X	X	X		Exclude from EORP. Exclude from PSRS. Exclude from CORP.
755	RFF	6035	REFERRAL INCENTIVE PAYMENT-\$		X	ZR30						X	X	X	X	X	X	X	X	X	Up to \$1,000/ref \$3,000/EE/FY	Exclude from EORP. Exclude from PSRS.

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				HRS	AMT	STD TIME REC	EE GROUP	SYS GEN	OverTime	SHIFT	% ERE	Federal	State	Soc Sec	Medicare	ASRS	CORP				EORP	
788	788	6035	MERIT INCENTIVE-DISCRETIONRY-\$		X						X	X	X	X	X	X				Payment of a MERIT BASED INCENTIVE bonus paid under certain conditions in lieu of a merit increase to base salary if approved. If paid in a lump sum, allocate to each week earned. Must meet FLSA criteria as DISCRETIONARY (ie. surprise to the EE).	Up to 4% for Up to 30% Ees. Must combine pay codes 788,789 to determine Merit Limits. Agency plan required each Fiscal Year used.	
789	789	6035	MERIT BASED INCENTIVE-\$		X				X	X	X	X	X	X	X	X	X	X	Payment of a MERIT BASED INCENTIVE bonus paid under certain conditions in lieu of a merit increase to base salary if approved. If paid in a lump sum, must allocate to each week earned.	Up to 4% for Up to 30% EEs. Must combine pay codes 788,789 to determine Merit Limits. Agency plan required each Fiscal Year used.	Exclude from EORP. Exclude from PSRS.	
790	790	6035	GOAL BASED INCENTIVE-\$		X				X	X	X	X	X	X	X	X	X	X	Payment of a GOAL BASED INCENTIVE bonus awarded to an employee under certain conditions who has met established individual, team, unit, division or similar goals if approved. If paid in a lump sum, must allocate to each week earned.	Up to \$3,000/EE/FY Agency plan required each Fiscal Year used.	Exclude from EORP. Exclude from PSRS. Exclude from CORP.	